

**Subject:** Important Board Meeting Updates  
**From:** Jim Kennedy <jkennedy@exteraschools.org>  
**Date:** 4/18/19, 10:16 AM

Extera Board:

This email contains important information regarding the logistics and content of our upcoming board meeting. I apologize in advance for the length of the email.

Our April board meeting is scheduled to take place next week as follows:

**Tuesday, April 23, 1:00PM-3:00PM**  
**Catholic Charities of Brownson House**  
**1307 Warren Street**  
**Los Angeles, CA 90033**

Please be sure to note that the location for the meeting is **Catholic Charities** and not the Extera Home Office.

As you know, last month's meeting was disrupted by protestors who claimed to represent LAUSD families attending Eastman Elementary, our smallest co-location. It's likely that we will experience similar activities this month aimed at disrupting the activities of the board. In order to be prepared, we have taken the following steps:

- 1) The location of the meeting has changed.
- 2) A group of about 20-25 Extera parents is expected be present at the meeting to express their support of our schools.
- 3) There will be posters in the meeting space that articulate facts about Extera (i.e. credentialed teachers, serving all students) as well as the academic performance of Extera.
- 4) The guidelines for public speaking will be explained in advance. Normally, we allow up to 5 speakers 3 minutes each (6 minutes with translation) to speak to a particular topic. However, if there is a large group of members of the public wishing to speak, the board may choose to allow additional speakers. For example, you might decide to allow 7 speakers in favor of a topic and 7 speakers opposed to the topic, giving more people an opportunity to give their feedback. Last month we simply allowed all interested persons the opportunity to speak. You can decide to do that if you feel that time permits. I think allowing 7 speakers for and 7 speakers against is probably the most appropriate approach, giving plenty of members of the public an opportunity to express themselves without taking an unreasonable amount of time from the meeting business. To do that, however, the board would need to specifically ask if there are members of

the public speaking in favor or opposed to a topic, in order to limit each side to 7. That could be tricky.

5) Speakers will sign in and receive a speaker card with their number and will speak in the order they sign in.

6) Disruption, speaking out of turn, chanting, etc. will not be tolerated. People causing disruption will be asked to leave the meeting.

7) In the event that the meeting is overcome with disruption, as happened last month, the board will suspend the meeting to clear the room and resume the meeting without the public present. If the meeting room cannot be cleared, the meeting will be moved to an adjacent room at the same location, without the public present.

8) In the event that we are still unable to control the meeting space and the protestors are uncooperative, we will seek support from law enforcement.

There are several important topics on this month's agenda that must be discussed, and it's critical that the board is able to conduct business. Three topics on the agenda in particular require the board's attention and feedback:

### **1) Real Estate Negotiations (Closed Session)**

Extera has been working with Red Hook Capital for the past several months to identify a private facility for either Extera or Extera #2 that would take us off the LAUSD co-locations. Red Hook recently acquired a property that could be an excellent fit for our needs. The property is in close proximity to Eastman Elementary and could accommodate a fully enrolled school of 432 students in grades K-5, allowing us to combine our families from Lorena and Eastman (Extera 2) onto a single, private campus.

During closed session on Tuesday, Red Hook is going to present details about the property and various cost structures for what it could look like should Extera agree to move forward. Red Hook recently entered escrow on the property, and it's important that our board has an opportunity to engage in a real estate discussion about this property without delay.

### **2) Submission of a new petition to Montebello USD**

As we have discussed during several meetings this year, Extera has been investigating the possibility of submitting a petition for a new school in Montebello. At last month's meeting, we shared news that we submitted a request to Great Public Schools Now (GPSN) for a \$50,000 planning grant that would allow us to conduct community outreach and pay any related costs to moving forward with laying the groundwork for a successful petition submission.

GPSN conducted a capacity interview with our team last week and subsequently notified us that we have been awarded the \$50,000 planning grant to support our efforts. Although a formal vote on the petition that will be submitted to

Montebello won't happen until the May board meeting, the board needs to be in agreement that we intend to pursue opening a new school there. In past meetings, support was inconsistent, and consensus for the new petition was not clear.

### **3) 2019-20 Academic Calendar**

At the March board meeting, I shared that a great deal of emphasis in the 2019-20 budget planning is being placed on teacher compensation. Given the recent increases within LAUSD, Extera is seeking to remain competitive so that we can retain our experienced teachers and recruit experienced teachers if needed. Low teacher turnover has been a strength for our organization in many ways. During the 1-2 years we experienced high turnover, we subsequently paid a high price with a relatively large group of inexperienced teachers struggling to manage their classrooms and adequately prepare their students.

In order to compete with LAUSD, part of our compensation structure will need to address the longer work year. Extera teachers currently work a 200-day work year; LAUSD teachers work 182 days. In addition, Extera teachers teach 50 minutes longer each day, providing substantial increased learning opportunity to students throughout the school year.

In order for us to be competitive, we need to address both salary and work year. To that end, apart from increases in salary, I am proposing that we end the 2019-20 school year on June 12 instead of June 19, reducing the school year by one week at the end of June. That final week in June does not have the same instructional value as the lengthened school day and works against teacher retention and teacher satisfaction. I believe the planned salary increases in combination with a reduction in the work year from 200 to 195 days will keep our teachers engaged with their good work at Extera.

**Please let me know if you would like to discuss any or all of these items by phone prior to the meeting. Also, your attendance at this meeting is especially important,** so please be sure to confirm your participation so that we can plan accordingly.

Thank you,

Jim

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